

# **Hubungan modal psikologis, tuntutan kerja, sumber daya pekerjaan, dan perilaku kerja inovatif**

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## **Abstract**

Innovative work behavior is a work behavior that produces new things that benefit the company, Psychological capital is an approach to optimize the positive psychological function in the individual, job demand is the pressure in the job while the job resources are physical, psychological, social , or an organization of jobs that reduce job demands. The purpose of this research is to look at the relationship of psychological capital, job demand, job resource and innovative work behavior on widyaiswara. Analysis of this research using quantitative descriptive. The results showed that job resources positively correlated with innovative work behavior ( $r = 0.241, 0.003 < 0.01$ ), psychological capital was positively correlated with innovative work behavior ( $r = 0.219, 0.007 < 0.01$ ) and job demand positively correlated with innovative work behavior of ( $r = 0.193, 0.018 < 0.05$ ). In this study, individuals who have innovative work behavior have more correlation with job resources compared with psychological capital and job demand.

Keywords: *innovative work behavior, psychological capital, job demand, job resources.*